

TIM WILLIAMS

AI Workforce Strategy & Organizational Transformation Executive

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Tim Williams helps enterprise leadership teams solve the structural gap where AI investment return evaporates: the operating model was never redesigned for AI-driven work, which is the problem that separates organizations that deploy AI from organizations that benefit from it. Over 20 years, he has led \$25–50M transformation programs at Deloitte, built workforce planning ecosystems at Orgvue, and designed capability frameworks adopted by HR executives globally through the Wowledge platform.

CORE PRACTICE AREAS

Tim's work spans three interconnected domains where few practitioners have equivalent depth:

AI-Ready Workforce Architecture

Most AI transformations stall because the workforce wasn't designed to absorb the work AI enables — the skills architecture, capability frameworks, and learning infrastructure were never built for it. At Deloitte, Tim designed enterprise-wide capability maturity models and learning frameworks connecting skill development directly to technology adoption outcomes; his licensed content framework on the Wowledge platform, *Digital Transformation: The Role of HR*, is now used by HR executives globally.

Operating Model & Org Design

Organizational structure is where AI strategy either wins or loses. The wrong model guarantees the technology investment delivers nothing. Over 14 years at Deloitte, Tim led \$25–50M operating model transformation programs across global, matrixed enterprises, directing cross-functional teams of 20–30 through multi-year redesigns spanning talent strategy, workforce structure, and technology enablement; at Orgvue, he has extended that work to data-driven org design driving eight- to nine-figure workforce cost optimization for Fortune 500 clients.

Transformation Delivery & Adoption

Adoption is often an organization design problem, and the organizations that treat it otherwise are the ones with 40% utilization rates two years post-launch. Tim has led end-to-end OCM strategy for some of the most complex technology and organizational transformations in the Fortune 500, blending ADKAR methodology, behavioral analytics, and executive stakeholder alignment to consistently move large enterprises from resistance to measurable readiness, at program scales where outcomes are measured in nine-figure values.

RECOGNITION

- Kent State University, Meonske Professional Development Conference (2023): "The Future of Work in Accounting and Finance"
 - Oracle OpenWorld Technology Conference (2019): "Moving to Self-Sufficiency in a Cloud World"
 - Published Content Suite, Wowledge HR Strategy Digital Platform (2024): "Digital Transformation: The Role of HR", a licensed subscription bundle used by HR executives globally
 - Published Article, Wowledge HR Strategy Platform (2025): "Strategic Workforce Planning: Navigating the Present and Preparing for the Future"
 - Google Cloud Digital Leader, GCP
 - Project Management Professional (PMP), PMI
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CAREER ARC

Tim began his career at BearingPoint advising financial services clients on technology strategy, enterprise architecture, and organizational change. This work that established a foundational perspective that technology investments fail or succeed at the human layer, not the technical one.

That perspective was reinforced at Deloitte in 2009, where he spent 14 years testing it at the highest scale the profession offers. Leading global organization transformation programs, he built and delivered at the intersection of operating model design, workforce strategy, and technology adoption of \$100M+ transformation agendas. His leadership in client service earned him an internal operational leader opportunity within the \$350M Change Services practice, directing teams of 30+ to grow and scale the portfolio, carrying full accountability from pre-sales through sustained value realization.

After 14 years on the consulting side, Tim made a deliberate move to a SaaS vendor. Joining Orgvue, a leading organizational design and workforce planning SaaS platform, provided additional insight into how enterprise workforce technology solves for the challenges organizations face. The strategic advisory work didn't stop; it deepened, now informed with a detailed perspective of the data structures and ecosystems behind organization transformation and what's required to get it right to achieve transformational outcomes.

Three lenses developed over two decades through consulting delivery, people strategy, and enterprise technology now converge at the only problem that matters in this decade: helping organizations build the workforce architecture that makes AI investments pay off.

HOW TIM LEADS

Tim starts every transformation by diagnosing the clarity problem before touching the execution problem — whether the organizational structure, decision rights, and governance around the work are actually designed for success, or whether the team is executing inside a structure that guarantees friction. He builds teams around non-linear thinkers: practitioners who can navigate toward a vision without requiring a prescriptive path, and who treat ambiguity as a design space rather than a blocker. He is a proven leader of leaders with former direct reports at BearingPoint, Deloitte, and Orgvue now hold leadership roles across the Big 4, Fortune 500 HR functions, and the HR tech ecosystem.

WHO TIM HELPS & HOW

Tim typically engages when an enterprise leadership team has committed to an AI transformation but can't yet answer a critical question: do we have the operating model, skills infrastructure, and organizational readiness to absorb what we're about to deploy? The work starts with a structural diagnosis, mapping the gap between the current workforce architecture and what the AI investment actually demands. From there, Tim designs the operating model realignment, capability framework, and adoption architecture that convert the technology investment into sustained workforce performance and leads the organizational capability that ensures it compounds.

AI transformation fails when companies automate work inside structures built for humans doing that work. The technology works, but the operating model never moves. That's where investment return evaporates.

Currently advising enterprise leadership teams on AI workforce strategy and organizational transformation.